



SUPPORT TO THE HIV/AIDS RESPONSE IN ZAMBIA (SHARE II)

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About SHARE II

The USAID-funded Support to the HIV/AIDS Response in Zambia II (SHARE II) project was signed on November 9, 2010 for a five-year period extending through November 4, 2015. SHARE II is implemented by John Snow Inc. (JSI) and partners: Initiatives Inc; LEAD Program-Zambia; Zambia Interfaith Networking Organization on HIV (ZINGO); and Zambia Health Education and Communication Trust (ZHECT).

SHARE II Project Purpose

The purpose of the SHARE II project is to support and strengthen the multi-sectoral response to HIV and AIDS and contribute to the achievement of the USAID/Zambia Mission strategic objectives on reducing the impact of HIV/AIDS. SHARE II builds upon successes, innovations and best practices, including those from SHARE I, and works through strategic coalitions and partnerships with the National HIV/AIDS/STI/TB Council and other stakeholders to support Zambia's HIV/AIDS response efforts.

SHARE II Project Objectives

SHARE II has the following four project objectives or tasks:

1. Strengthen and expand leadership involvement in HIV/AIDS and improve the policy and regulatory environment;
2. Strengthen the organizational and technical capacity of coordinating structures to sustain the HIV/AIDS response;
3. Strengthen and expand HIV/AIDS workplace programs; and
4. Strengthen collaboration and coordination of HIV/AIDS activities with the GRZ, USG funded partners, and other stakeholders.

This report highlights some of the progress that was made on these SHARE II tasks from April 1 to June 30, 2013.

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Task 1.1: Actively engage and mobilize leadership to increase participation in HIV/AIDS activities

The SHARE II Task 1.1 team works with political, traditional, religious, and other influential opinion leaders, using tailored packages of interventions to increase their leadership and participation in HIV/AIDS on two main levels:

- At the *structural level*, SHARE II provides technical support to help leaders formulate and enact appropriate HIV/AIDS-related policies and laws; technical guidance for providing leadership to change harmful socio-cultural practices and norms; and advocacy support to increase local resource allocation for the national HIV/AIDS response.
- At the *behavioral level*, SHARE II works with leaders to build their skills and competencies so that they can use their authority and reach to enhance the HIV/AIDS response. These champions can then lead efforts to discourage harmful behaviors (such as multiple concurrent partnerships and gender-based violence) and promote helpful interventions (including condom use and male circumcision).

A fundamental cornerstone of the SHARE II strategy in HIV/AIDS leadership engagement is to help build understanding that HIV/AIDS is a developmental issue, and that action taken by leaders in HIV/AIDS now will ultimately contribute to national development. SHARE II thus encourages leaders to incorporate HIV/AIDS advocacy into their duties and responsibilities, as citizens in positions of influence and authority.

Chief Chikanta Brings Agricultural, Financial, and Health and HIV-related Services to his Chiefdom

Chief Chikanta is proud of the accomplishments of his chiefdom and his people as he looks back over the past two years. In June 2011, Chikanta chiefdom was like most other chiefdoms in Zambia: grappling with high poverty levels and high levels of HIV, and with no clear roadmap for changing this situation for the better.

By November 2011, Chief Chikanta and his people—with technical support from the USAID-funded Support to the HIV/AIDS Response in Zambia (SHARE II)—were in the midst of planning for the development of their chiefdom; they were creating a roadmap on how to deal with poverty, HIV/AIDS, high levels of illiteracy, gender inequities, and other developmental issues. The people of Chikanta will tell

anyone who asks that this was the first time they had ever met as a chiefdom to discuss development, and that the planning process was equally as important as the product: as they were planning, they were constantly making changes, in both mindset and practice, to foster development. By November 2012, Chief Chikanta was standing tall and proud with his people as the *Chikanta Chiefdom Development Strategic Plan: 2012-2016* was launched by His Honor Dr. Guy Scott, the Republican Vice President, at Chuungu palace in Chikanta.

Since then, much has happened for this Kalomo District chiefdom, one of the most isolated in the entire country. Because of the decrepit state of the chiefdom's roads,



Chief Chikanta (center) receives food processing machinery

as well as its limited telecommunications and electrical infrastructure, farmers who make up the majority of the chiefdom's population had virtually no access to banking services and had great difficulty accessing agricultural inputs and resources. They did, however, have fertile soil and good rainfall, perfect for growing maize, and a chief who was determined to improve life for his people. Chief Chikanta and his people also had the support of the SHARE II project, which provided technical assistance and support during and after the strategic planning process.

The *Chikanta Chiefdom Development Strategic Plan* identified agriculture as the economic mainstay of the chiefdom, highlighting improved agricultural productivity, marketing, value-addition, and equitable participation as key areas of focus for agricultural development. Recognizing the difficulties that the chiefdom's farmers faced and the associated high costs of buying and transporting agricultural inputs and products on the region's poor roads—and cognizant that no one else would drive the development of his chiefdom except the people of Chikanta—Chief Chikanta went to the strategic plan to get guidance.

Drawing from what the chiefdom undertook to do in the strategic plan, the chief took matters into his own hands. He contacted agricultural and health stakeholders (which had been identified in the strategic plan) and invited them to an agricultural and health fair.

A SHARE II partner provided HIV testing and counseling at a mobile station; by the end of the day the two counselors had provided HTC services to 128 people.

The fair was held in a remote, hard-to-reach area of the chiefdom and was intended to give

local farmers access to products and resources that could improve their crop yields, incomes, and health, on their doorsteps.

Chikanta Chiefdom had never held an agricultural and health fair, and the people of Chikanta were curious and intrigued. They trooped to the fairgrounds in the thousands to witness this novelty, not really believing that anyone else would turn up. To their amazement, the stakeholders came!

Nine agricultural companies, selling fertilizer, seeds, pesticides, and other goods, brought products for display. One company brought two 40-foot



Part of the crowd that attended the Chikanta agricultural fair

containers loaded with seed, fertilizers, and other products, and others have since followed their lead and opened up shop in the chiefdom. Chikanta farmers now no longer have to travel hundreds of kilometers to access agricultural inputs, because they can buy them right there in Chikanta!

Investrust Bank Plc., which typically only offers services in major towns, responded to Chief Chikanta's call and brought banking services to the fair, offering local farmers an affordable way to deposit money by allowing them to open an account with a minimum balance of only K10 (approximately \$1.90 USD). The bank's stand was overwhelmed with hundreds of eager farmers opening their first-ever bank accounts, giving them access to loans and investments, greater cash security, and more options for financial transactions. In another part of the fairground, Mwaroky HIV/AIDS Savers (a SHARE II partner) provided HIV testing and counseling (HTC) at a mobile station. By the end of the day, two counselors had provided HTC services to 128 people, and the two people who tested positive were referred to the local health center for additional HIV-related services.

The people of Chikanta who attended the fair were equally impressive. They were obviously very serious farmers, and they grilled the agricultural companies for information about their various products, making decisions about what would most suit their farming activities. Since May, Chief Chikanta has held two additional fairs in other parts of the chiefdom and another bank, Indo Zambia Bank, entered the market to begin working with local residents.

Since the launch of the *Chikanta Chiefdom Development Strategic Plan* in November, Chief Chikanta has been on an aggressive campaign to market the plan and engage stakeholders to partner in the development of the chiefdom. He has also been invited to two World Bank meetings on rural development; as keynote speaker at one these meetings, he remarked: “we villagers are not afraid of hard work – partner with us to improve our roads, electrify our rural areas, and guide us on the ‘how-to’ – then leave the rest to us and we will work hard to drive our development.”

A private sector partner has been equally impressed and has bought into the strategic plan by providing plant machinery and equipment to set up a food processing plant in the chiefdom. This plant, which will be partially owned by the chiefdom, will add value to the maize that is grown locally by enabling residents to produce breakfast cereal and other maize snacks. The Republican President, His Excellency Michael Sata, has also taken note: he visited Chikanta Chiefdom and took time to discuss development with the chief.

In August 2011, before Chikanta Chiefdom embarked on strategic planning, development seemed to be a distant dream, contingent on external assistance and on others’ terms and timelines. Now, Chief Chikanta and his people—through the *Chikanta Chiefdom Development Strategic Plan 2012-2016*, facilitated by the SHARE II project—are empowered to initiate and drive the development of the chiefdom, reaching out to agricultural, financial, health and other developmental partners - locally, nationally, and even internationally. They are connecting partners directly to the people of Chikanta Chiefdom for its continuing development, and are improving the residents’ standards of living.

April-June 2013: Other HIV/AIDS Leadership Activities and Achievements

- **Pre-service HIV-related Training for Religious Leaders:** SHARE II, in partnership with 13 theological colleges and Bible schools in Zambia, developed a common curriculum that integrates HIV/AIDS, with the expectation that each college will adapt this curriculum to suit specific doctrinal and other needs. During the next quarter, the colleges will work together to develop a detailed course guide.
- **In-service HIV-related Training for Religious Leaders:** With sub-partner ZINGO (Zambia Interfaith Networking Organization), SHARE II held a workshop with 10 Trainer-of-Trainers (ToT) in HIV/AIDS messaging. These participants have started rolling out the training to five people from each of the 60 selected partner church congregations from Kitwe and Ndola, including the minister/pastor and representatives from men’s, women’s, and youth ministries. This group of 300 trained religious leaders have in turn reached out to their combined 2,448 congregants in their churches with appropriate and correct HIV/AIDS messages, and are providing HIV/AIDS leadership in their communities.
- **Highly Visible HIV/AIDS Leadership Initiative:** SHARE II trained 13 musicians, actors, TV presenters, comedians, and other young artists in HIV/AIDS messaging so that they could articulate HIV/AIDS messages accurately and confidently. In addition to discussion forums and other speaking engagements, HIV/AIDS leadership platforms and opportunities will be provided to these leaders through billboards, television, and other print and electronic media to support the HIV/AIDS response.
- **Structural Level HIV/AIDS Support to Traditional Leaders:** SHARE II worked with partner chiefdoms on their strategic development plans, which integrate HIV/AIDS, and received concurrence to print the Bwile chiefdom plan; this plan will be launched in August with the participation of GRZ and other partners.
- **Chief Munokalya Mukuni Tours his Chiefdom to Discuss Development and HIV/AIDS:** During the period under review, Chief Munokalya Mukuni and his headmen reported that they undertook a tour of their chiefdom to discuss the chiefdom’s strategic plan at the village level. Since Munokalya Mukuni Chiefdom has a very high HIV prevalence, the chief took this opportunity to address HIV/AIDS issues, particularly the importance of knowing one’s HIV status and accessing timely HIV treatment and care. Such leadership on the local level is crucial to affecting people’s HIV-related health-seeking behaviors.



*Above, attendees at the Chikanta Agricultural Fair line up for HTC services.
Below, chiefdom residents at the Investrust Bank booth set up their first-ever bank accounts.*



Task 1.2: Strengthen the capacity of legal and policy entities to formulate and implement HIV-related laws and policies

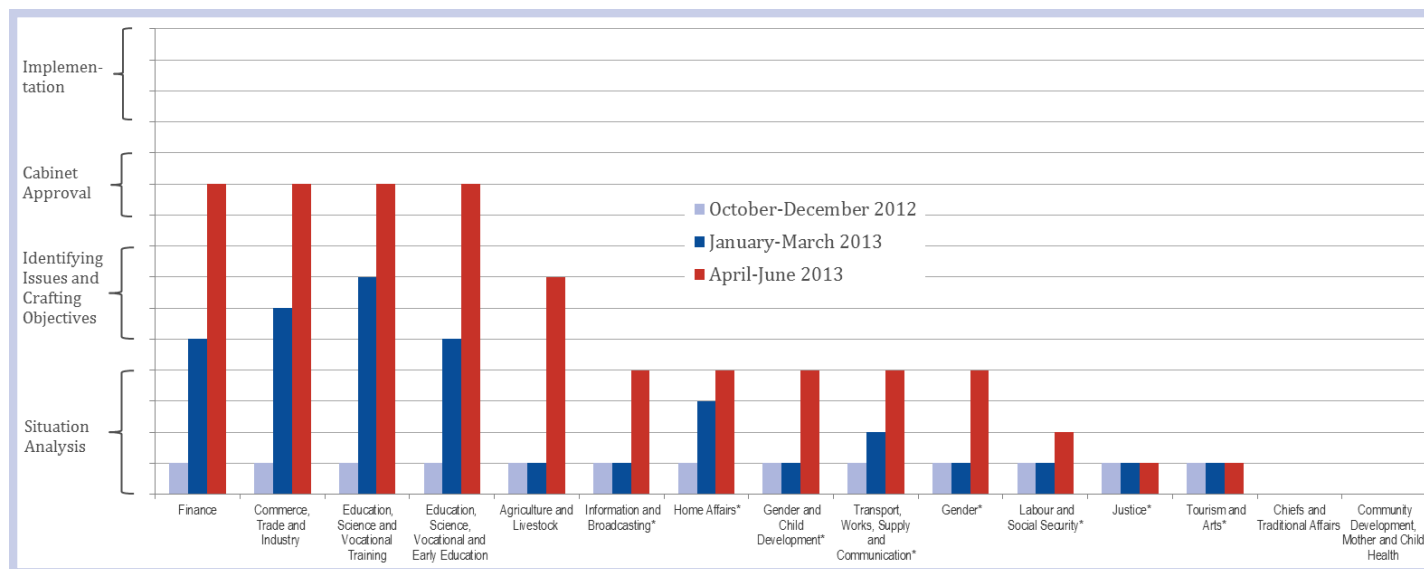
The SHARE II Task 1.2 team works closely with government institutions and other key stakeholders to improve the policy and legal environment for people affected by HIV/AIDS. In the quarter under review, the team has continued working with Zambian government ministries, Zambian Prison Services, Local Court Magistrates, the National Institute of Public Administration, and other organizations. These efforts advance policies that support HIV/AIDS initiatives, and lead to the development of curricula that will train the next generation of public servants to be sensitive on issues concerning HIV/AIDS.

Workplace HIV/AIDS and Wellness Programs for Zambian Line Ministries

In the quarter under review, SHARE II and the Public Services Management Division (PSMD), which oversees government ministries, selected eight new ministries as part of their joint initiative to develop workplace wellness and HIV/AIDS policies. These eight ministries, as well as most of the seven that were already part of this effort, showed progress in the current quarter in terms of their development of policies around workplace wellness, including HIV/AIDS. The table at right explains the policy development stages and steps that each ministry must go through, while the chart below shows the progress each ministry has made over the past three quarters in advancing through the steps; new ministries are designated with an asterisk (*). SHARE II anticipates that most of the line ministries will have completed and disseminated workplace HIV/AIDS and wellness policies by the first quarter of 2014.

Workplace HIV/AIDS and Wellness Policy Staging in Line Ministries

Stage	Step
Situation analysis	1. Nothing done yet
	2. Conceptualization
	3. Protocol development
	4. Data collection
	5. Report writing
Identifying issues and crafting objectives	6. Identification of policy issues
	7. Crafting policy objectives and measures
	8. Identification of institutional arrangements
	9. Presenting draft policy to key stakeholders
Cabinet approval	10. Presented to Cabinet for approval
	11. Cabinet approved
	12. Printed, launched, and disseminated
Development of Policy Implementation Plan (PIP)	13. Conceptualized the PIP
	14. Developed draft PIP
	15. Approved PIP
Implementation	16. Policy is implemented



Progress made by Ministry per quarter in establishing and formalizing workplace HIV/AIDS wellness programs

Addressing Legislative and Policy Barriers to Effective HIV/AIDS Initiatives

As one of the USAID projects assigned to work in the policy and legal area, SHARE II has been working with stakeholders to ensure that HIV/AIDS is integrated in national policies. During the quarter under review, SHARE II undertook a number of activities:

HIV/AIDS Position Paper to Inform the Formulation of the National Development and Budgeting Policy: SHARE II has taken advantage of the call to stakeholders by the Ministry of Finance (MOF) for input on a draft of the National Development and Budgeting Policy, which has given SHARE II the opportunity to present HIV/AIDS as a key development issue. SHARE II met the MOF Director of Planning and Budgeting and sought concurrence to write a position paper which 1. highlights how HIV/AIDS impacts Zambia's development and 2. makes suggestions on how national planning and budgeting can be used to sustainably integrate HIV/AIDS into development plans, budgets, and programs; this position paper will be submitted to the MOF's national steering committee for consideration during their formulation of the policy.

HIV/AIDS Integration Analysis for the National Policy on Education: While the Ministry of Education has done very well in both internal and external mainstreaming of HIV/AIDS, the National Education Policy, which is currently under review, does not address HIV/AIDS as a fundamental educational issue. SHARE II has therefore analyzed the policy and has developed a position paper which highlights opportunities for the Ministry as it strengthens its HIV/AIDS response in the institutions under its purview, and includes suggestions for responding to wellness issues beyond HIV/AIDS. Going forward, the position paper will be presented to the Policy Review Committee at the Ministry of Education.

Other Policies for Review: SHARE II has held meetings with the Zambia Development Agency (ZDA) and the Citizenship Economic Empowerment Commission (CEEC) to discuss the role of HIV/AIDS capacity building and gender in investment as they review the National Investment Policy.

Training and Curriculum Development for the Judiciary and Law Enforcement in Zambia

SHARE II is mandated to work with judiciary and law enforcement agencies to improve management of HIV/AIDS-related cases. The trainings for both the judiciary and law enforcement focus on appropriate HIV-related case management; In the absence of a specific HIV/AIDS law, these trainings aim to standardize and improve the handling and adjudication of HIV-related cases brought before the Zambian courts.

In order to maximize the benefits of its outreach, SHARE II has employed a multipronged approach for both the judiciary and law enforcement: SHARE II targets both in-service institutions (the police service and courts) and pre-service institutions (the police academy and law schools) as part of its technical and training support. Integrating HIV/AIDS in the curricula of legal institutions of higher learning and law enforcement training academies is intended as a more sustainable solution to the current challenges that law enforcement and legal systems are facing in their handling of HIV-related cases, with the expectation that law enforcement officers and lawyers will enter into service with some degree of HIV/AIDS competency.



A Local Court Magistrate presenting on behalf of a workgroup during a SHARE II training.

Integrating HIV/AIDS into the Training Curriculum of the Zambia Police Service

Neither the Zambia Police Service nor the Zambia Prison Service certify their recruits when they graduate; many aspects of their training remain unstructured, making it difficult to maintain a set curriculum. For the past year, to ensure that new police recruits have experience in HIV-related case knowledge upon graduation, SHARe II has been providing technical support to the Zambia Police Service. SHARe II has buy-in and support from the Inspector General and other service leaders, including heads of the police training academies, in this effort.

As part of its work with the Police Service, SHARe II developed training materials and a one- to two-week training module that integrates HIV/AIDS, gender, and human rights into the police pre-service curriculum. This course prepares police recruits to not only appropriately manage HIV-related cases they may come across in the course of their work, but also to both minimize their vulnerability to HIV, or appropriately manage their own health if they are themselves living with HIV.

This module has been rated very highly by both students and faculty, prompting the Zambia Police Service to formally request SHARe II to expand the course and provide more in-depth instruction to the recruits. Zambia Police Service management has deemed the course an important contributor to a healthy police service in Zambia, and has noted that they would like to see it taught in all police training academies. To ensure the sustainability of the program over time, SHARe II has been providing train-the-trainer support in course facilitation to faculty at police academies.

As part of its work with the Police Service, SHARe II developed training materials and a one- to two-week training module that integrates HIV/AIDS, gender, and human rights into the police pre-service curriculum.

Developing a Standardized Curriculum for the Zambia Prison Service

The Zambia Prisons Service is a unique public institution serving a group of people—prison inmates—whose HIV prevalence is estimated to be twice the national average. SHARe II provides HIV-related technical assistance to the Prisons Service in a number of areas, including implementing workplace-based wellness and HIV/AIDS programs for staff, supporting HIV/AIDS programs for prison inmates, and serving as a member of the Prison HIV/AIDS Advisory Committee (PAAC) as the lead technical adviser on HIV/AIDS legal and policy issues.

When the Zambia Prison Service Commissioner learned of the support that SHARe II provides the police

academies, he requested that SHARe II also support the Service in integrating HIV/AIDS, gender, and human rights into its training curriculum. SHARe II was happy to receive this request, as such curriculum integration would mean that Zambia



Counterfeit HIV/AIDS medications on display at a SHARe II training with Zambian police forces. The SHARe II Task 1 team works with police to better enable them to identify and prosecute counterfeit goods that have an impact on HIV/AIDS prevention and treatment, such as antiretroviral medication, condoms, and infant formula.

Prisons Service officers will graduate with a basic understanding of the HIV vulnerabilities and service needs of the incarcerated populations they look after. Graduates of the Prisons Service training institution who go through this curriculum would be well-positioned to provide the necessary support to inmates, and would make useful contributions to the Service's existing workplace HIV/AIDS and wellness programs.

As SHARE II discovered, however, the training program for Zambia Prisons Service officers can range from six months to two years, depending on the political scenario, making it difficult for the Service to use a single, standardized curriculum. Because SHARE II needs time to process the request and consider viable next steps, it is planning the bulk of its activities for the next quarter, starting with a situation analysis to guide curriculum scope and development. After the analysis has been completed, SHARE II will work with the Prisons Service to integrate of HIV/AIDS, gender, and human rights into its training curriculum.

April-June 2013: Other Policy and Legal Activities and Achievements

- **SHARE In-service HIV-related Training for the Judiciary:** SHARE II trained 27 Local Court Magistrates from Northwestern Province in HIV-related case management, bringing the total number of Local and Subordinate Court Magistrates trained to 386. With this addition, SHARE II has now trained more than 60 percent of the country's 637 Local and Subordinate Court Magistrates.
- **NIPA HIV/AIDS Diploma Course:** SHARE II continued working with the National Institute for Public Administration (NIPA) to integrate HIV/AIDS, gender, and human rights into legal studies. The course materials and course outline are being finalized, with the expectation that aspects of the diploma course will begin prior to the end of 2013. SHARE II expects that the materials will have been finalized and sent to USAID for concurrence to print by December 2013.
- **Statutory Instrument (SI) to Operationalize the NAC Act:** In the quarter under review, SHARE II continued to provide technical support to the National HIV/AIDS/STI/TB Council (NAC) for developing the Statutory Instrument for National HIV/AIDS/STI/TB Act No. 10 of 2002, by helping NAC identify the key stakeholders who will be critical at different stages of developing the law.
- **Alcohol Policy Approval Update:** The Alcohol Policy has been completed and, as of July 2013, was with the Minister of Health for approval. However, there was no real movement on the part of the Ministry during the quarter and, procedurally, subsequent stages are beyond the scope and power of SHARE II to influence.
- **Repeal of the Deceased Brother's Widow's Marriage Act (Cap 57):** SHARE II has been working with key stakeholders, including Parliament and the Zambia Law Development Commission (ZLDC), to repeal the Deceased Brother's Widow's Marriage Act (Cap 57), which allows a man's brother to inherit his wife after the husband's death. During the quarter under review, stakeholders developed a clear roadmap with agreed-upon activities prior to preparation of the motion, providing reasons that will be presented to the Ministry of Justice for consideration in order to repeal this archaic law.
- **Amendment of the Prison Act:** SHARE II continued working with other key stakeholders to maintain the momentum that was gained in the previous quarter towards the revision of the Prison Act. The Coalition of African Parliamentarians against HIV/AIDS (CAPAH-Zambia) has planned to host a workshop in August that will intensify the call for legal prison, to improve conditions for inmates and mitigate the impact of HIV and other health conditions.
- **National Gender Policy Review:** SHARE II provided technical support to the Ministry of Gender and Child Development in its review of the National Gender Policy, with a specific focus on providing technical expertise on integrating HIV/AIDS into the policy. This work was completed during the quarter under review, and the Ministry has since circulated the revised policy, which more effectively integrates HIV/AIDS into gender issues.

Task 2: Strengthen the organizational and technical capacity of coordinating structures to sustain the HIV/AIDS response

SHARE II strengthens the capacities of HIV/AIDS coordinating structures to oversee, manage, and implement the national and community-level HIV/AIDS responses. Technical assistance provided to entities in the public and private sectors, selected umbrella civil society organizations, and chiefdoms includes supporting expansion of successful evidence-based interventions, disseminating use of best practices across sectors, and advising on the most efficient and effective use of resources.

Speaking the Same Language: Empowering DATFs with the District Coordination Toolkit

A Fragmented HIV/AIDS Environment

In 2010, coordination of the district HIV/AIDS response in Zambia's districts was challenged by a lack of direction and lack of standardization. Each of the 72 District AIDS Task Forces (DATFs), which are charged with overseeing the nation's HIV programs at the district level, were using a different set of guidelines; a plethora of external partners were offering technical assistance, but no single entity was standardizing the requirements nationally.

As Mr. Protasio Katotobwe, a District AIDS Coordinating Advisor (DACA) for the Kabwe DATF, explained, "Past technical support efforts were always difficult to follow because each partner tried to push their guides as the best, and in the end the DATFs were left confused and without clear guidelines." The multiple unique technical support packages from partners, though robust, neither unified DATFs nor improved their coordination of district HIV/AIDS responses.

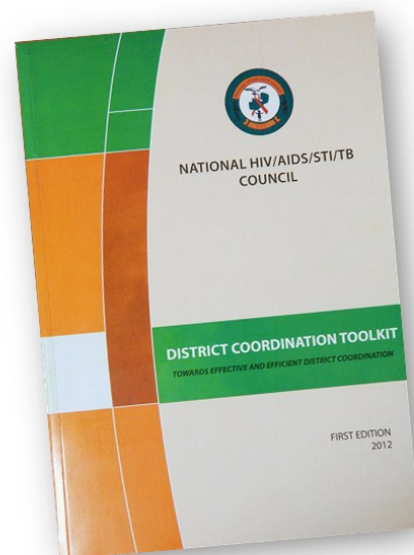
Creating a Common Language for HIV/AIDS Efforts

This situation began to change in 2011 when SHARE II began developing its District Coordination Toolkit, which empowered DATFs by giving them one language to speak with each other and with collaborating partners.

Applying lessons learned from its predecessor SHARE project, SHARE II began by calling together representatives from each DATF, the National HIV/AIDS/STI/TB Council (NAC, the umbrella body to which the DATFs report), and technical support partners like the Joint United Nations Program on HIV/AIDS (UNAIDS) and the United Nations Development Program (UNDP). Over the next year, the stakeholders developed the District Coordination Toolkit, a single document that meets the needs of both DATFs and their partners.

First, the toolkit explicitly explains the DATFs' roles and responsibilities and how they fit into the national HIV/AIDS response. It provides step-by-step management guidelines, training resources, and tools to ensure that DATFs can effectively carry out their mandates, including budgeting, financial management, stakeholder coordination, and proposal-writing. Finally, it provides templates and examples of reporting forms and data collection tools that ensure data is collected regularly and correctly, and managed well.

Because all key players—including end-users and technical support partners—were involved in its design, the District Coordination Toolkit richly encompasses information from the vast experiences and perspectives they all brought to the table. As an added benefit, the process of working together improved the working relationships and networking among partners!



The toolkit has provided DATFs with the skills and guidance they need to move forward, along with a unified vision and a united technical approach: for the first time, DATFs can speak one language. As the District AIDS Coordination Advisor of Isoka, Mr. Mabvuto Mhone, explained, “It is encouraging to see our technical partners speaking the same language, and it is this toolkit that ensures the same language is spoken. Such clear communication has given DATFs the support and technical guidance they have long needed to take charge of the district-level HIV response.”

Spreading the Toolkit Country-Wide

In the second quarter of 2013, the toolkit was rolled out to 25 new districts, bringing the total number of districts trained in the document to 52. District orientations, held by SHARE II and NAC, help ensure each DATF's compliance to the new set of uniform standards by building working relationships that support HIV/AIDS efforts and strengthening monitoring and evaluation capabilities. Each DATF completes a hands-on baseline assessment and develops a performance improvement action plan, which is to be carried out with technical assistance from SHARE II and NAC.



A SHARE II PATF/DATF Manager orients Kaoma district officials in working relationships, using the District HIV/AIDS Coordination Toolkit.

Both DATFs and local leaders have found the orientations useful, as they highlight ways in which agencies and local authorities can work together. “I was just hearing of DATF, but never knew that it linked to the local authority or what it was actually doing in the district,” said His Worship the Mayor of Chililabombwe, after the orientation in his district. “This training has really been beneficial.”

Nationally, the NAC has also observed a change for the better. “For the first time ever, DATFs no longer call NAC for reporting assistance,” explained Nachilima Musukuma, NAC Human Resource Director, “yet they deliver complete activity reports the first time around!”

April-June 2013: Other Coordinating Structures Activities and Achievements

- **Support to NAC's JMTR and other Processes:** SHARE II has supported the NAC's Joint Mid-Term Review process and will participate in data collection when the review is under way during the coming months.
- **Supporting NAC/PATF/DATF Program Sustainability:** During the quarter under review, SHARE II continued preparing to transfer responsibility for undertaking routine DATF and PATF supportive supervision to NAC counterparts. As part of this initiative in the coming quarters, SHARE II and other NAC partners will also assist NAC in developing its institutional sustainability plan and decentralization strategy.
- **Support to DATFs:** SHARE II provided technical support to assist PATFs and DATFs in mobilizing local resources for HIV/AIDS. After an orientation with the Chipata DATF, which had no DACA for over a year due to NAC resource constraints, the district wrote to NAC and offered to take on the cost of assigning one of the Chipata Council social planners to take up the role of the DACA in the interim.
- **Management Support to NZP+:** SHARE II assisted the NZP+ secretariat to assess its performance against set management standards in order to benchmark future improvements and changes in management systems. NZP+ performed very poorly on governance and leadership standards, and these results were communicated to the Board for their review and action.

Task 3: Strengthen and expand HIV/AIDS workplace programs

SHARE II works with both the public and private sectors to expand access to workplace programs and strengthen linkages and referral systems with community-level partners and implementers. Through this work, SHARE II and its partners can expand access to HIV prevention, care, support, and treatment services—for employees, dependents, and defined outreach communities—to reduce HIV-related employee absenteeism and ultimately contribute to increased productivity.

Workplace HIV/AIDS programs that include appropriate linkage to care and treatment services have resulted in significant improvements in general employee health and reductions in absenteeism in many workplaces. This has led to a switch in priorities by many workplaces to have more integrated health programs that address HIV and other related issues. The following case studies demonstrate how SHARE II efforts have led to the engagement of two groups that are both high-risk and hard to reach.

Leadership Behind Bars: Inmates at Zambia's Maximum Security Prison Join the Fight against HIV

Mukobeko Maximum Security Prison in Kabwe is home to Zambia's most dangerous criminals, serving time for murder, rape, aggravated robbery, paedophilia, and other major crimes. Its outside walls, over thirty meters tall and reinforced with razor wire, enclose over a thousand prisoners; more than 300 of them are on death row, and the rest are serving sentences of 20 years to life in prison. Understandably, for security reasons, access to these inmates is very restricted; the only time they can leave the prison walls is when they fall very sick and must be admitted to a government hospital. Similarly, the inmates' access to health

information and services, including that related to HIV/AIDS, is limited. However, high-risk behaviors among these inmates—such as sharing needles and razors, tattooing, and unprotected anal sex—are rampant, and for those on HIV treatment, access to antiretroviral treatment (ART) and good nutrition is often inconsistent.

SHARE II trained 25 inmates to function as peer educators; they teach fellow prisoners about safe practices, promote testing and screening, encourage ART adherence, and notify authorities about inmates who need medical attention.

Through a partnership with Zambia Prisons Service (ZPS), the USAID-funded Support to the HIV/AIDS Response in Zambia (SHARE II) has been supporting and implementing HIV-related

programs and activities in Mukobeko prison, targeting both workers and inmates. These activities include HIV sensitization, HIV testing and counseling (HTC), and support for inmates living with HIV/AIDS. In order to increase the sustainability of its inmate HIV interventions, SHARE II trained 25 inmates, drawn from each cell, to be peer educators. These prisoners were taught about HIV risk factors in the prison environment, trained in peer facilitation, and provided with manuals and other information education and communication (IEC) materials to guide discussions with other inmates.

This group of prisoners undertakes a variety of HIV-related activities in their cells. Every Thursday after lock-up, before the inmates go to sleep, cell captains give the peer educators time to mentor and sensitize their fellow inmates on issues related to HIV and AIDS. Each session covers a different topic, such as the value of HTC and knowing one's HIV status, the importance of ART adherence to HIV treatment outcomes, and safe sexual practices. The peer leaders also provide ART adherence support to inmates living with HIV who are on HIV treatment, help to screen fellow inmates, and notify the captains about those who are unwell and need to be either referred for treatment or exempted from hard labor. Overall, these educators serve as a point of first call for inmates who are concerned about their HIV status or who need more information about HIV. The peer educators also take note of the number of inmates who attend each session and pass this information on to the prison HIV/AIDS coordinator, to assist with program monitoring and evaluation.

Prison administrators at Mukobeko have taken note of the success of the program, and are also doing their part to support the program. One way they are doing this is through special recognition of the peer educators; they have decided to confer blue wristbands to all the trained inmates. The wrist band have raised the stature of the peer educators among their fellow inmates and increased their effectiveness in their work. The wristbands function as symbols of authority, giving the inmates greater power to influence change in HIV prevention, care, and treatment in the prison. The peer leaders then use their authority to help others from their peer group to examine and—ultimately—change behavior that puts them at risk of HIV infection, and assist them in taking better care of their health, if already living with HIV. Through their gesture, the prison authorities have demonstrated their support of the intervention, acknowledging that peer educators are leaders that serve as effective agents of change in their own right behind prison walls. The prison authorities have, however, gone further than merely conferring a blue wristband: they have included HIV leadership provided by the peer educators as one of the factors included in the assessment for special consideration for presidential pardons!

Since the start of the program, the HIV sensitization sessions have helped increase the demand for HIV-related services, including HTC, ART, and treatment of sexually transmitted infections, among inmates at the prison. By recruiting and training peer educators from different cells within the Mukobeko prison walls, SHARE II has not only found a way to reach this very isolated and very high HIV-risk population, but is also assisting the ZPS in its mandate of rehabilitation of some of the Mukobeko prison inmates – a win-win situation.

Inmates at Mwembeshi Prison participate in a SHARE II-led peer education HIV/AIDS program.





An Unlikely Partnership: Trade Unions, Employers and Farm Employees Join Hands to Fight HIV

Known for its rich agricultural soils and reliable rainfall, Mkushi District's farming block, located in Zambia's Central Province, attracts job-seekers from other districts and provinces in Zambia, and even neighboring countries. At first sight, visitors to the district notice the seemingly endless stretches of sprawling farmlands; what is not visible, however, is the risk that migration and the farm-laborer lifestyle pose for those who work on the numerous large-scale farms.

Mkushi farming block is arguably Zambia's bread basket, and the farming that takes place there is commercial scale farming. Farm workers who are employed by the large commercial farm enterprises in Mkushi work long hours at maximum productivity; with limited time and opportunities for recreation, many of them turn to alcohol and sex to unwind at the end of each hard day's work.

The workers' compounds are dotted with bars and taverns, and some of the male migrant farm workers use their hard-earned disposable incomes to find sexual partners in the nearby villages. This combination of stress, alcohol, poverty, and unprotected sex with multiple partners facilitates HIV transmission, and HIV infection rates are high among farm workers.

Both the farm owners (employers) and farm workers' representatives (unions) were aware that the obtaining environment was high-risk for HIV transmission, and recognized that something had to be done to stem the HIV epidemic among workers. First, however, the two groups had to overcome

what had traditionally been an antagonistic relationship that consisted mainly of negotiations on wages and working conditions of service, and learn to sit on the same side of the table to deal with the situation.

In the past in Mkushi, the Zambia Congress of Trade Unions (ZCTU)—which represents most workers on the large farms—was almost always left out of conversations about HIV/AIDS; as a result, most of the HIV-related programs that had been implemented were not very sustainable and ended when the technical support partners left the area.

The USAID-funded Support to the HIV/AIDS Response in Zambia (SHARE II) staff recognized that the union, as the main voice advocating for good work conditions for farmers, could play an essential role in gaining buy-in from farmers and ensuring the sustainability of a workplace HIV/AIDS program. In February 2013, therefore, SHARE II staff convened the trade union and its affiliate members in an engagement workshop to discuss their potential role in fighting HIV/AIDS as well as the importance of working collaboratively with employers.

A month later, one of the ZCTU-affiliated unions that had attended the meeting, the National Union of Plantations, Agriculture and Allied Workers (NUPAAW), approached the Mkushi Farmers Association (MFA)—a group of owners of large-scale farms—to ask for support for HIV/AIDS and wellness programs for farm workers. The MFA

fully understands that a healthy workforce is a key contributor to a healthy bottom line and was very quick to agree to partner with the union on this initiative; an initial group of ten commercial farms contacted SHARE II to request technical support for a peer education training workshop.

SHARE II, the union, and the employers worked collaboratively to support the training of 20 farm workers to conduct peer HIV/AIDS education among their fellow employees. All of the stakeholders contributed to this effort either directly or in kind: SHARE II and NUPAAW funded and facilitated this workshop, while the MFA gave the farm workers time off to attend the workshop and provided them transport to and from the training venue. At the workshop closing day ceremony, the general secretary of NUPAAW acknowledged that it was so rare to have a union-employer partnership where both parties were on the same page. He thanked SHARE II for helping NUPAAW recognize that unions and employers can work together for the benefit of employees, in a partnership that extends beyond negotiating

salaries and working conditions. He was confident that the involvement of the union and employers in the workplace HIV/AIDS programs would make the intervention not only effective, but sustainable.

As a demonstration of management support for the program, farm owners who sent their workers to the training have allocated time during the workday for peer educators to conduct HIV/AIDS and wellness activities among their employees. Other farm owners who have since learned about this initiative are requesting NUPAAW to organize a peer education training workshop for their workers. Perhaps even more importantly, SHARE II has helped set a foundation for further cooperation between the union and employers on issues related to workplace health and safety. Moving forward, SHARE II is providing technical support to build the capacity of NUPAAW to coordinate the Mkushi farming block HIV/AIDS and wellness program, to avoid the pitfall of program failure when SHARE II closes in the future.

April-June 2013: Other Workplace HIV/AIDS Programs Activities and Achievements

- **Expanding the Formal Private Sector Workplace HIV/AIDS Programs:** SHARE II, with support from the Zambian Federation of Employers (ZFE), began implementing workplace HIV/AIDS programs at five ZFE member companies: Zambian Breweries, National Breweries, Heinrich Beverages, Dunavant, and NUPAAW.
- **Workplace HIV/AIDS Program in Lusaka-based Markets:** SHARE II partnered successfully with the Lusaka City council to engage five Lusaka-based markets in HIV/AIDS prevention: Chaisa, Cha Cha Cha (City Centre), New Soweto, Lilanda, and Chelston.
- **Livingstone Tourism Association (LTA) HIV/AIDS Program:** The LTA, with technical support from SHARE II, conducted a peer education workshop for the informal tourism sector in Livingstone. These leaders are now conducting education efforts among their peers, drawn from curio sellers and small lodges.
- **Bicycles for Simoonga and Mukuni Community Mobilizers:** SHARE II provided 25 bicycles to community mobilizers in Mukuni and 27 to those in Simoonga to facilitate outreach. The bicycles will make the work of community mobilisers much easier as they continue to sensitize the community on the importance of HIV prevention, as well as accessing timely HIV treatment, care, and support services.
- **Support to the Prison HIV/AIDS Advisory Committee (PAAC):** SHARE II participated in PAAC planning committee meetings to prepare for a high-level meeting with the Ministries of Home Affairs, Health, and Community Development and Mother and Child Health. These meetings discussed health provision implementation strategies and linkages between the Prison Service and local health facilities. Participants also reviewed the Prison Act, as well as the Southern African Development Community (SADC) Regional Minimum Standards, which seek to establish minimum requirements for prisons for prevention, treatment, and control of HIV and AIDS, TB, Hepatitis B and C, and STIs.

Task 4: Strengthen collaboration and coordination of HIV/AIDS activities with the Government of the Republic of Zambia, U.S. Government- funded partners, and other stakeholders

SHARE II provides technical assistance to the Government of the Republic of Zambia (GRZ) through the National HIV/AIDS/STI/TB Council to improve collaboration and coordination of the HIV/AIDS response across multiple partners and stakeholders. These efforts include providing support for joint planning; developing and maintaining a monitoring system that tracks the leadership, legal and policy environment; strengthening coordinating structures' activities; and improving monitoring and evaluation for national HIV/AIDS activities. SHARE II also provides support to United States Government (USG)-funded bilateral partners to implement workplace wellness programs.

SHARE II activities during the quarter focused on technical support to NAC to improve HIV response coordination through stakeholder forums, as well as rolling out the implementation of workplace wellness programs for USAID bilateral programs. Key activities and achievements during the quarter include:

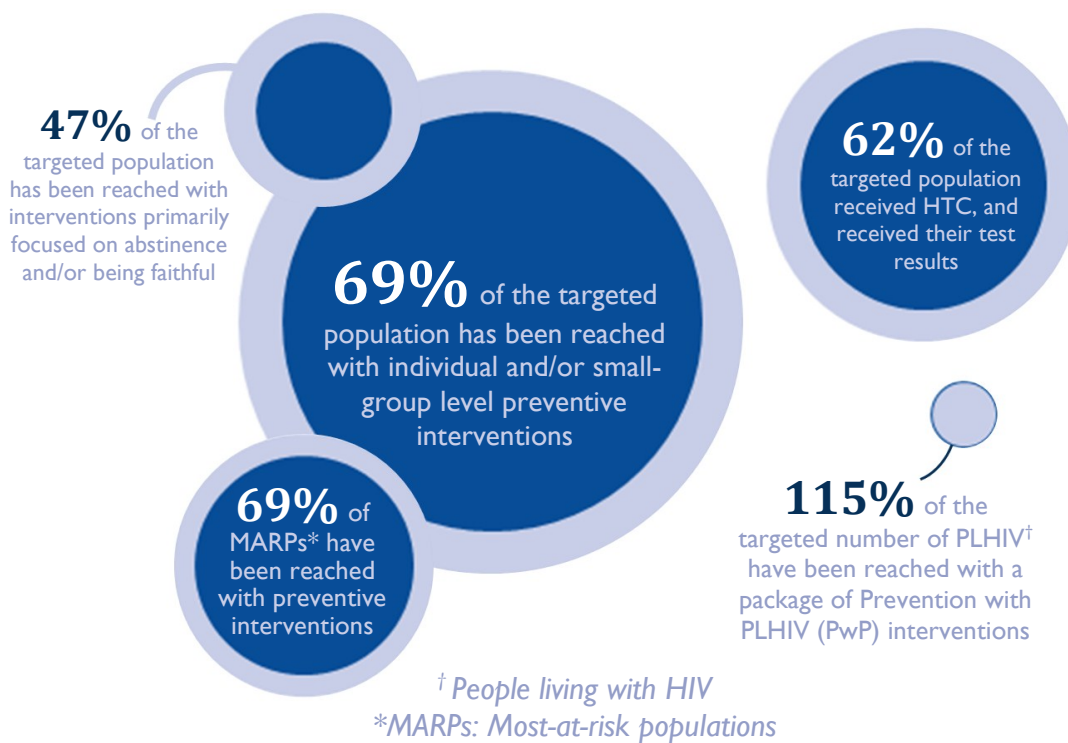
- **HIV/AIDS Coordination Stakeholder Forums:** Although NAC is undergoing a restructuring and is seriously under-staffed, its senior managers have agreed that the coordination of the HIV response must still take precedence and that stakeholder forums are an excellent way of coordinating efforts. Therefore, a steering committee has been set up to support process implementation; terms of reference for the steering committee have been drafted and are currently being reviewed by both NAC and SHARE II. The first steering committee meeting will take place during the next quarter.
- **Roll-out of the USG Bilateral Partners Workplace Wellness Programs:** SHARE II is currently working with six USAID partners to roll out this program, while six others are in the initial engagement phase. SHARE II expects that during the next quarter, all 12 partners will be fully on board, in time for the planned training of the program coordinators and for full program rollout.

Monitoring & Evaluation (M&E)

SHARE II M&E activities ensure the collection, analysis, and storage of quality data, and support the timely reporting and adequate utilization of project information in order to improve SHARE II's ability to effectively implement activities. SHARE II also provides technical assistance on M&E to its sub-partners and to other project partners to strengthen their M&E activities and reporting.

SHARE II activities during the quarter focused on supporting SHARE II's mid-term review and using it to inform future programming and activities, as well as facilitating start-up for a new partner, the Livingstone Tourism Association (LTA):

- **Mid-Term Review (MTR):** The MTR was conducted by John Snow, Inc. and Initiatives Inc. staff, and included two weeks of in-country work. The purpose was to review the performance and the progress of implementation of the SHARE II project, which was at its mid-point, towards agreed project deliverables. Preliminary findings were presented to USAID and SHARE II staff, and a draft report is being completed for submission to the USAID-Zambia office.
- **Livingstone Tourism Association (LTA) HIV/AIDS Program:** SHARE II staff visited the Livingstone Tourism Association, a new sub-partner of SHARE II, to review the development of indicators and provide technical assistance in developing frameworks for the association's data collection, data management, and reporting.



All PEPFAR targets are on track to be met by the end of FY 2013. One of the targets, the number of PLHIV that have been reached with a package of interventions, has been met as of the end of June 2013. SHARE II has reached 69 percent of its 65,000 target population with preventive interventions, 69 percent of the 17,500 targeted MARP, and 47 of the 10,000 who are to be targeted with messages about abstinence and/or being faithful. Sixty-two percent of a targeted 25,000 have received HTC.

Finance & Administration

The JSI SHARE II Task Order obligation is currently at \$15,708,451.99. This obligation is projected to fund the project through September 2013. As of June 30, 2013, John Snow, Inc. has expended and accrued approximately \$13,086,931 under the SHARE II task order, representing 83 percent of the total obligation. A further obligation of funds is expected to be received in August 2013. Key Finance and Administration activities during the quarter included:

- **Key Personnel:** All key personnel remain at post.
- **Local Hire Staff – Resignations:** Ms. Rose Lungu, PLHIV Manager; Mr. Luka Sakwimba, Workplace Programs Manager; Mr. Anderson Nkamba, Logistics Assistant; Mr. Martin Chanda, M&E Specialist; and Charles Hakoma, Organizational Development Manager
- **Local Hire Staff – Dismissals:** Ms. Priscilla Musa, Accounts Assistant
- **Local Hire Staff – New Hires:** Mr. Timothy Banda, Gender and Advocacy Manager; Mr. Julius Chilongoshi, Leadership Officer; Mr. Chris Zimba, Policy Manager; Mr. Trywell Phiri, Program Officer - Workplace Programs; Ms. Mercy Ulaya, Program Manager - Integrated HIV/AIDS Response; Mr. Henry Nchena, M&E Specialist; Ms. Mukonda Banda, M&E Assistant; Mr. Kevin Kafunda - Accounts Assistant; Mr Jiva Moono, Logistics Assistant; and Charles Hakoma, Policy Manager
- **Procurements:** SHARE II has requested and received Contracts Officer Approval to purchase two additional vehicles for the project together with one motorbike for the Livingstone Tourism Association. Vehicle procurement is currently underway.
- **VAT Relief from Local Purchases:** SHARE II continues to obtain VAT relief for all direct local purchases using LPO books issued by the Zambia Revenue Authority. However, the system still does not extend VAT relief to SHARE II sub-partners. As a result, VAT incurred by sub-partners on the project continues to be charged to USAID through SHARE II as an allowable expense.



Influential young artists, including (from left to right) Zindaba Hanzala, Miss Zambia 2010; Maiko Zulu, President of the Zambia Association of Musicians; the Liseli sisters, musicians; and Bessy Mulenga, a TV actress, participated in a SHARe II training in June 2013, at which they practiced communicating HIV/AIDS messages to youth.

